



**FLO**  
U.S. DEPARTMENT OF STATE  
*Advocacy Programs Services*

**GLOBAL EMPLOYMENT INITIATIVE**

## **What Family Members Can Do During the Hiring Freeze**

### **Define the Job You Want and Take Action**

*Below is part two of a series of articles by Laura Sheehan, Global Employment Advisor (GEA) for EAP East. Contact your GEA at **GEI@state.gov**.*

Hello again, my fellow EFM's! We are still deep in the hiring freeze. I have had the great pleasure of talking to a good number of you over the last week; the fear that the freeze could go on for some time has stalled your job search efforts and chilled your overall enthusiasm for the Foreign Service life.

I urge you – don't give up now! Certainly not just because of a federal hiring freeze! EFM positions are not the only option...your next career adventure is still on the horizon! Read the words of the late M. Scott Peck, author of the bestselling book *The Road Less Traveled*, **"Our finest moments are most likely to occur when we are feeling deeply uncomfortable, unhappy, or unfulfilled. For it is only in such moments, propelled by our discomfort, that we are likely to step out of our ruts and start searching for different ways or truer answers."**

**But how do I DO that?!**

**Step 1: Assess your skills.** We covered this in the last newsletter. Hope that you have had the time to write down your STAR stories, complete an online skills assessment, or reach out to me to find/define the common threads in your diverse range of professional experiences. (No worries if you haven't yet had the chance – all of these tools are meant to be used on your timetable, not mine.)

**Step 2: Clearly define the job you want to pursue.** It is quite possible that after completing the self-assessment (either self-guided or with some level of assistance), you had a moment of clarity and now have a sense of renewed purpose. A metaphorical lightbulb went off (!!!) and you know without a shadow of a doubt what your next career move will be. YAY!!! Now that you have awakened your sense of your innate abilities, go out and do! Activate your network to see where the jobs are open and let the world see you shine!

Does this happen to everyone?! NO! Most likely, you have a list of skills or experiences in hand but you are still searching for how to best apply those skills to a tangible profession or position. It's okay! You are on the right path, and with a little more self-reflection, research, and helpful guidance, your direction will become clearer.

1. Try to describe the job you are looking for. Be as specific as you can. The more details you can provide about how your unique skills would be suited for this job, the better. Only when you can articulate what you want will you be able to ask people for help in finding it.

2. Does your list of skills feel like a list and nothing more? Consider taking a career test! Try [whatcareerisrightforme.com](http://whatcareerisrightforme.com), [careerfitter.com](http://careerfitter.com) or Princeton Review's [Career Quiz](#). Invest a few valuable minutes, answer questions about your particular skills, abilities, work environment preferences, etc. and receive a (free!) report with suggestions on careers that fit you best.
3. Feeling completely overwhelmed or lost? Schedule an appointment to talk with your GEA! The GEI team REALLY wants to see you succeed. Each of us recognizes that no one tool fits all. Your GEA can pull additional resources that will help you in your unique search.

**Step 3: Take Action!** Once you have your target job in mind, it's time to map out the steps required to reach your employment goal. This is the EXCITING part! You have chosen your direction and are now charting your course! Will there be obstacles along the way? ABSOLUTELY! Should that stop you? NO! Find a way around!

We will talk through the ACTION portion of your next career move next week...so stay tuned!